



# MOS 21B Professional Development Model

## COMBAT ENGINEER



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                               | 11-15 YEARS                                     |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                      | SFC                                             |
| OPERATIONAL DOMAIN              | COMBAT ENGINEER                                                    | TEAM LEADER                                                                                           | SQUAD LEADER                                                                                             | PLATOON SERGEANT                                |
|                                 | VEHICLE OPERATOR                                                   | AVLB CDR                                                                                              | SECTION SERGEANT                                                                                         | OPNS / ASST OPNS SERGEANT                       |
|                                 | HEAVY VEHICLE OPERATOR                                             | ACE OPERATOR                                                                                          | DRILL SERGEANT / RECUITER                                                                                |                                                 |
|                                 | TRACK VEHICLE OPERATOR                                             | WOLVERINE CDR                                                                                         | INSTRUCTOR WRITER                                                                                        |                                                 |
|                                 | ACE OPERATOR                                                       |                                                                                                       | OBSERVER CONTROLLER / ACRC                                                                               |                                                 |
|                                 | WOLVERINE OPERATOR                                                 |                                                                                                       | MOB/CNTRMOB/SURV NCO                                                                                     | INTEL SGT / CONST INSPECTOR                     |
|                                 |                                                                    |                                                                                                       | DECEPTION NCO                                                                                            | PROJ MGMT NCO                                   |
|                                 |                                                                    |                                                                                                       | RECON SGT / CONST FORMAN                                                                                 | CAREER MANAGER                                  |
|                                 |                                                                    |                                                                                                       |                                                                                                          | MASTER GUNNER                                   |
|                                 |                                                                    |                                                                                                       |                                                                                                          | ENGINEER SAFETY LNO                             |
|                                 |                                                                    |                                                                                                       |                                                                                                          | ASST TEAM LEADER                                |
|                                 |                                                                    |                                                                                                       |                                                                                                          | DETACHMENT SGT                                  |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                                                                    | ANCOC                                           |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                          |                                                 |
|                                 |                                                                    | AIR ASSAULT / AIRBORNE / JUMP MASTER / PATHFINDER / SAPPER / RANGER                                   |                                                                                                          |                                                 |
|                                 |                                                                    | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                          |                                                 |
|                                 |                                                                    | US ARMY RECRUITING and RETENTION SCHOOL                                                               |                                                                                                          |                                                 |
|                                 |                                                                    | ENGR MINE DOG HANDLER (K9)                                                                            |                                                                                                          |                                                 |
|                                 |                                                                    | URBAN MOBILITY BREACHERS COURSE                                                                       |                                                                                                          |                                                 |
|                                 | CBT ENGR HVY TRACK (B6)                                            |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                                                                             |                                                 |
|                                 |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                                                                              |                                                 |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                          |                                                 |
|                                 | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                        | BEGIN BACHELORS DEGREE PROGRAM                  |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                          |                                                 |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                                |                                                 |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOS List |                                                 |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                                | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                              | 24 Years<br>SFC(P) 26 Years                     |



# MOS 21C Professional Development Model

## BRIDGE CREWMEMBER



| YEARS                                 | 1-2 YEARS                                                                                             | 3-5 YEARS                                                                                     | 6-10 YEARS                                                                                                        | 11-15 YEARS                                     | 16-30 YEARS             |
|---------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------|
| RANK                                  | PVT-SPC                                                                                               | SGT                                                                                           | SSG                                                                                                               | SFC                                             | MSG/ SGM<br>SEE MOS 21Z |
| OPERATIONAL<br>DOMAIN                 | BRIDGE CREWMEMBER                                                                                     | BRIDGE CREWCHIEF                                                                              | SECTION LEADER                                                                                                    | PLATOON SERGEANT                                |                         |
|                                       | VEHICLE DRIVER                                                                                        | ASST OPS SERGEANT                                                                             | DEMOLITION SERGEANT                                                                                               | OPNS / ASST OPNS SERGEANT                       |                         |
|                                       | BRIDGE ERECTION BOAT OPERATOR                                                                         |                                                                                               | DRILL SERGEANT / RECUITER                                                                                         |                                                 |                         |
|                                       |                                                                                                       |                                                                                               | INSTRUCTOR WRITER                                                                                                 |                                                 |                         |
|                                       |                                                                                                       |                                                                                               | OBSERVER CONTROLLER / ACRC                                                                                        |                                                 |                         |
|                                       |                                                                                                       |                                                                                               | SENIOR BOAT OPERATOR                                                                                              | RECON SERGEANT                                  |                         |
|                                       |                                                                                                       |                                                                                               | BRIDGE SUPERVISOR                                                                                                 | DETACHMENT ENGR NCO                             |                         |
|                                       |                                                                                                       |                                                                                               | TAC NCO                                                                                                           | ENGINEER NCO                                    |                         |
|                                       |                                                                                                       |                                                                                               | CONSTRUCTION ENGR SGT                                                                                             |                                                 |                         |
|                                       |                                                                                                       |                                                                                               | OPERATIONS SERGEANT                                                                                               |                                                 |                         |
| PROFESSIONAL<br>MILITARY<br>EDUCATION |                                                                                                       | PLDC                                                                                          | BNCOC                                                                                                             | ANCOC                                           |                         |
| FUNCTIONAL<br>TRAINING                | AIT                                                                                                   |                                                                                               |                                                                                                                   |                                                 |                         |
|                                       | AIR ASSAULT / PATHFINDER / SAPPER                                                                     |                                                                                               |                                                                                                                   |                                                 |                         |
|                                       | DRILL SERGEANT SCHOOL                                                                                 |                                                                                               |                                                                                                                   |                                                 |                         |
|                                       | US ARMY RECRUITING and RETENTION SCHOOL                                                               |                                                                                               |                                                                                                                   |                                                 |                         |
|                                       | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                               |                                                                                                                   |                                                 |                         |
|                                       | MASTER FITNESS TRAINER (P5)                                                                           |                                                                                               |                                                                                                                   |                                                 |                         |
| SELF<br>DEVELOPMENT<br>DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                               |                                                                                                                   |                                                 |                         |
|                                       | FAST                                                                                                  | CIVILIAN DEGREE PROGRAM                                                                       | COMPLETE ASSOCIATE DEGREE<br>PROGRAM                                                                              | BEGIN BACHELORS<br>DEGREE PROGRAM               |                         |
|                                       | CIVILIAN DEGREE PROGRAM                                                                               |                                                                                               |                                                                                                                   |                                                 |                         |
| LINKS                                 | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>                                     | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                                         |                                                 |                         |
|                                       | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> |                                                                                               | <a href="http://www.soc.aascu.org/socad/ACD.html - MOSList">http://www.soc.aascu.org/socad/ACD.html - MOSList</a> |                                                 |                         |
| PROMOTION                             | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG                                    | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                      | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                                         | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos |                         |
| RETENTION<br>CONTROL<br>POINT         | 3 Years                                                                                               | 15 Years<br>SGT(P) 20 Years                                                                   | 22 Years<br>SSG(P) 24 Years                                                                                       | 24 Years<br>SFC(P) 26 Years                     |                         |



# MOS 21Z Professional Development Model

## COMBAT ENGINEER SENIOR SERGEANT



| YEARS                           | 1-15 YEARS                                                        | 16-20 YEARS                                                                                           | 21+                                                                                                     |
|---------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | FEEDER MOSs                                                       | MSG/1SG                                                                                               | SGM/CSM                                                                                                 |
| OPERATIONAL DOMAIN              | MOS 21B<br>MOS 21C                                                | OPERATIONS SERGEANT                                                                                   |                                                                                                         |
|                                 |                                                                   | FIRST SERGEANT                                                                                        | DIRECTORATE SERGEANT MAJ OR                                                                             |
|                                 |                                                                   | CAREER MANAGER                                                                                        | BN SERGEANT MAJ OR                                                                                      |
|                                 |                                                                   | EO ADVISOR                                                                                            | BRIGADE SERGEANT MAJ OR                                                                                 |
|                                 |                                                                   | ASST OPERATIONS SGT                                                                                   | GROUP SERGEANT MAJ OR                                                                                   |
|                                 |                                                                   | TEAM LEADER                                                                                           | CHIEF CAREER MANAGEMENT NCO                                                                             |
|                                 |                                                                   | SR MILITARY SCIENCE INSTRUCTOR                                                                        | CHIEF INSTRUCTOR/ TRAINING DEVEMOPER/ WRITER                                                            |
|                                 |                                                                   | TASS QA NCO                                                                                           | INSTRUCTOR USASMA                                                                                       |
|                                 |                                                                   | SR CAREER ADVISOR                                                                                     | CHIEF ENGINEER NCO                                                                                      |
|                                 |                                                                   | SR TD/WTR                                                                                             |                                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                   |                                                                                                       | SERGEANTS MAJ OR ACADEMY                                                                                |
| FUNCTIONAL TRAINING             |                                                                   | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                                         |
|                                 |                                                                   | 1SG COURSE                                                                                            |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         |                                                                   | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                                         |
|                                 |                                                                   | COMPLETE BACHELORS DEGREE PROGRAM                                                                     |                                                                                                         |
|                                 |                                                                   |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |
|                                 |                                                                   | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       |                                                                   | 8 Yrs TIS Minimum<br>PZ - 41 Mos TIG<br>SZ - 31 Mos TIG                                               | 10 Yrs TIS Minimum<br>PZ - 34 Mos TIG<br>SZ - 24 Mos TIG                                                |
| RETENTION CONTROL POINT         |                                                                   | 26 Years                                                                                              | 30 Years                                                                                                |



# MOS 21D Professional Development Model DIVER



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                | 11-15 YEARS                                                                                             | 16-20 YEARS                                             | 21+ YEARS   |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                       | SFC                                                                                                     | MSG                                                     | SGM         |
| OPERATIONAL DOMAIN              | DIVER                                                              | LEAD DIVER                                                                                            | DIVING SUPERVISOR                                         | SENIOR DIVING SUPERVISOR                                                                                | MASTER DIVING SUPERVISOR                                | SEE MOS 21X |
|                                 |                                                                    |                                                                                                       |                                                           | OPNS / ASST OPNS SERGEANT                                                                               | 1SG                                                     |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT                                            |                                                                                                         | CHIEF DIVING SUPERVISOR                                 |             |
|                                 |                                                                    |                                                                                                       | INSTRUCTOR WRITER                                         |                                                                                                         |                                                         |             |
|                                 |                                                                    |                                                                                                       | RECRUITER                                                 | COMBAT DEVELOP NCO                                                                                      |                                                         |             |
|                                 |                                                                    |                                                                                                       |                                                           | DIVING LIASON                                                                                           |                                                         |             |
|                                 |                                                                    |                                                                                                       |                                                           | SR TRNG MGT NCO                                                                                         |                                                         |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                     | ANCOC                                                                                                   |                                                         |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                           |                                                                                                         |                                                         | 1SG COURSE  |
|                                 |                                                                    | AIRBORNE / AIR ASSAULT / SAPPER LEADER                                                                |                                                           |                                                                                                         |                                                         |             |
|                                 |                                                                    | DRILL SERGEANT SCHOOL                                                                                 |                                                           |                                                                                                         |                                                         |             |
|                                 |                                                                    |                                                                                                       | US ARMY RECRUITING and RETENTION SCHOOL                   |                                                                                                         |                                                         |             |
|                                 |                                                                    | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                           |                                                                                                         |                                                         |             |
|                                 |                                                                    | INSTRUCTOR TRAINING COURSE                                                                            |                                                           |                                                                                                         |                                                         |             |
|                                 |                                                                    | EQUAL OPPORTUNITY                                                                                     |                                                           |                                                                                                         |                                                         |             |
|                                 |                                                                    | MASTER FITNESS TRAINER (P5)                                                                           |                                                           |                                                                                                         |                                                         |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD,                                         |                                                                                                       |                                                           |                                                                                                         |                                                         |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                         | BEGIN BACHELORS DEGREE PROGRAM                                                                          | COMPLETE BACHELORS DEGREE PROGRAM                       |             |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         |                                                           | <a href="http://www.wood.army.mil/EPPO/">http://www.wood.army.mil/EPPO/</a>                             |                                                         |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> |                                                           | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |                                                         |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos                                                         | 8 Yrs TIS Minimum<br>PZ - 41 Mos TIG<br>SZ - 31 Mos TIG |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                               | 24 Years<br>SFC(P) 26 Years                                                                             | 26 Years                                                |             |



# MOS 21M Professional Development Model

## FIREFIGHTER



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                | 11-15 YEARS                                                                                                       | 16-30 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                       | SFC                                                                                                               | MSG/ SGM    |
| OPERATIONAL DOMAIN              | FIREFIGHTER                                                        | LEAD FIREFIGHTER                                                                                      | STATION CHIEF                                             | FIRE CHIEF                                                                                                        | SEE MOS 21X |
|                                 | FIRE TRUCK DRIVER/OPERATOR                                         |                                                                                                       | FIRE INSPECTOR                                            | OPNS / ASST OPNS SERGEANT                                                                                         |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT                                            |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | INSTRUCTOR WRITER                                         |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | OBSERVER CONTROLLER / TRAINER                             |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | RECRUITER                                                 | SR TRAINING DEVELOPER / WRITER                                                                                    |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                     | ANCOC                                                                                                             |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                           |                                                                                                                   |             |
|                                 |                                                                    | FIRE OFFICER I                                                                                        | ARSON INVESTIGATOR                                        |                                                                                                                   |             |
|                                 |                                                                    | FIRE INSTRUCTOR I                                                                                     | FIRE INSTRUCTOR II & III                                  |                                                                                                                   |             |
|                                 |                                                                    | FIRE INSPECTOR I                                                                                      | FIRE INSPECTOR II & III                                   |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | RESCUE TECHNICIAN I & II                                  |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | HAZMAT INCIDENT COMMAND                                   |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | AIRBORNE / AIR ASSAULT / SAPPER LEADER                    |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT SCHOOL                                     |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | US ARMY RECRUITING and RETENTION SCHOOL                   |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                              |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | INSTRUCTOR TRAINING COURSE                                |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | EQUAL OPPORTUNITY                                         |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                               |                                                                                                                   |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                           |                                                                                                                   |             |
|                                 | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                         | BEGIN BACHELORS DEGREE PROGRAM                                                                                    |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                           |                                                                                                                   |             |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         |                                                           | <a href="http://www.wood.army.mil/EPPO/">http://www.wood.army.mil/EPPO/</a>                                       |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> |                                                           | <a href="http://www.soc.aascu.org/socad/ACD.html - MOSList">http://www.soc.aascu.org/socad/ACD.html - MOSList</a> |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos                                                                   |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                               | 24 Years<br>SFC(P) 26 Years                                                                                       |             |





# MOS 21T Professional Development Model

## TECHNICAL ENGINEER



| YEARS                              | 1-2 YEARS                                                          | 3-5 YEARS                                                | 6-10 YEARS                                                                                            | 11-15 YEARS                                                                                                       | 16-30 YEARS |
|------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------|
| RANK                               | PVT-SPC                                                            | SGT                                                      | SSG                                                                                                   | SFC                                                                                                               | MSG/SGM     |
| OPERATIONAL DOMAIN                 | TECHNICAL ENGINEER SPECIALIST                                      | TECHNICAL ENGINEER<br>SERGEANT                           | TECHNICAL ENGINEER NCO<br>RECONNAISSANCE SGT                                                          | SENIOR TECHNICAL ENGINEER NCO                                                                                     | SEE MOS 21X |
|                                    |                                                                    |                                                          | DRILL SERGEANT                                                                                        |                                                                                                                   |             |
|                                    |                                                                    |                                                          | INSTRUCTOR / TRAINING DEVELOPER / WRITER                                                              |                                                                                                                   |             |
|                                    |                                                                    |                                                          | BNCOC SMALL GROUP LEADER                                                                              | OBSERVER CONTROLLER / TRAINER                                                                                     |             |
|                                    |                                                                    |                                                          | RECRUITER                                                                                             | SR TRAINING MANAGEMENT NCO                                                                                        |             |
|                                    |                                                                    |                                                          | TRAINING / INTELLIGENCE SGT                                                                           | EO ADVISOR                                                                                                        |             |
| PROFESSIONAL<br>MILITARY EDUCATION |                                                                    | PLDC                                                     | BNCOC                                                                                                 | ANCOC                                                                                                             |             |
| FUNCTIONAL TRAINING                | AIT                                                                |                                                          |                                                                                                       |                                                                                                                   |             |
|                                    |                                                                    |                                                          | AIRBORNE / AIR ASSAULT / SAPPER LEADER                                                                |                                                                                                                   |             |
|                                    |                                                                    |                                                          | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                                   |             |
|                                    |                                                                    |                                                          | US ARMY RECRUITING and<br>RETENTION SCHOOL                                                            |                                                                                                                   |             |
|                                    |                                                                    |                                                          | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                                                   |             |
|                                    |                                                                    |                                                          | INSTRUCTOR TRAINING COURSE                                                                            |                                                                                                                   |             |
|                                    |                                                                    |                                                          | EQUAL OPPORTUNITY                                                                                     |                                                                                                                   |             |
| SELF DEVELOPMENT<br>DOMAIN         |                                                                    |                                                          | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                                                   |             |
|                                    | FAST                                                               |                                                          |                                                                                                       |                                                                                                                   |             |
|                                    | CIVILIAN DEGREE PROGRAM                                            | CIVILIAN DEGREE PROGRAM                                  | COMPLETE ASSOCIATE DEGREE<br>PROGRAM                                                                  | BEGIN BACHELORS DEGREE PROGRAM                                                                                    |             |
| LINKS                              | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  |                                                          | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                                         |             |
|                                    |                                                                    |                                                          | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html - MOSList">http://www.soc.aascu.org/socad/ACD.html - MOSList</a> |             |
| PROMOTION                          | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                             | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos                                                                   |             |
| RETENTION<br>CONTROL<br>POINT      | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                              | 22 Years<br>SSG(P) 24 Years                                                                           | 24 Years<br>SFC(P) 26 Years                                                                                       |             |



# MOS 21W Professional Development Model

## CARPENTRY and MASONRY SPECIALIST



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     |
| OPERATIONAL DOMAIN              | CARPENTRY AND MASONRY SPECIALIST                                   |                                                                                                       | SEE MOS 21H                                                                                             |
|                                 | VEHICLE DRIVER                                                     | SQUAD LEADER                                                                                          |                                                                                                         |
|                                 | RANGE ASST CONSTRUCTION SPECIALIST                                 | RANGE MAINT INSPECTOR                                                                                 |                                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  |                                                                                                         |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |
|                                 | FAST                                                               |                                                                                                       |                                                                                                         |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              |                                                                                                         |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           |                                                                                                         |



# MOS 21R Professional Development Model

## INTERIOR ELECTRICIAN



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 9-10 YEARS                                                                                              |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     |
| OPERATIONAL DOMAIN              | INTERIOR ELECTRICIAN                                               |                                                                                                       | SEE MOS 21H                                                                                             |
|                                 | VEHICLE DRIVER                                                     | SQUAD LEADER                                                                                          |                                                                                                         |
|                                 | ASST VEHICLE DRIVER                                                | PROJECT MANAGER                                                                                       |                                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  |                                                                                                         |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |
|                                 | FAST                                                               |                                                                                                       |                                                                                                         |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         |                                                                                                         |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              |                                                                                                         |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           |                                                                                                         |





# MOS 21K Professional Development Model PLUMBER



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     |
| OPERATIONAL DOMAIN              | PLUMBER/PIPEFITTER                                                 |                                                                                                       | SEE MOS 21H                                                                                             |
|                                 | VEHICLE DRIVER                                                     | SQUAD LEADER                                                                                          |                                                                                                         |
|                                 | ASST HEAVY VEHICLE DRIVER                                          |                                                                                                       |                                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  |                                                                                                         |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |
|                                 | FAST                                                               |                                                                                                       |                                                                                                         |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              |                                                                                                         |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           |                                                                                                         |



# MOS 21H Professional Development Model

## CONSTRUCTION ENGINEER SUPERVISOR



| YEARS                           | 1-6 YEARS                                                          | 6-10 YEARS                                                                                            | 11-15 YEARS                                                                                                       | 16-30 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------|
| RANK                            | PVT-SGT                                                            | SSG                                                                                                   | SFC                                                                                                               | MSG/ SGM    |
| OPERATIONAL DOMAIN              | FEEDER MOS'S 21W, 21K, 21R                                         | SQUAD LEADER                                                                                          | PLATOON SERGEANT                                                                                                  | SEE MOS 21X |
|                                 |                                                                    | SECTION LEADER                                                                                        | INTELLIGENCE SERGEANT                                                                                             |             |
|                                 |                                                                    | CONSTRUCTION SQUAD/SECTION LEADER                                                                     | SENIOR CONSTRUCTION SUPERVISOR                                                                                    |             |
|                                 |                                                                    | RECUITER                                                                                              |                                                                                                                   |             |
|                                 |                                                                    | DRILL SERGEANT/SENIOR DRILL SERGEANT LEADER                                                           |                                                                                                                   |             |
|                                 |                                                                    | INSTRUCTOR/WRITER/TRAINING DEVELOPER                                                                  |                                                                                                                   |             |
|                                 |                                                                    | TRAINING SYSTEMS EVALUATION NCO                                                                       |                                                                                                                   |             |
|                                 |                                                                    | OBSERVER CONTROLLER / ACRC                                                                            |                                                                                                                   |             |
|                                 |                                                                    | NCOES SMALL GROUP LEADER                                                                              |                                                                                                                   |             |
|                                 |                                                                    | CONSTRUCTION INSPECTOR                                                                                |                                                                                                                   |             |
|                                 |                                                                    | OPERATIONS SERGEANT                                                                                   |                                                                                                                   |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | BNCOC                                                                                                 | ANCOC                                                                                                             |             |
| FUNCTIONAL TRAINING             |                                                                    | AIRBORNE / AIR ASSAULT / SAPPER                                                                       |                                                                                                                   |             |
|                                 |                                                                    | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                                   |             |
|                                 |                                                                    | US ARMY RECRUITING AND RETENTION SCHOOL                                                               |                                                                                                                   |             |
|                                 |                                                                    | BATTLE STAFF OPERATIONS (25)                                                                          |                                                                                                                   |             |
|                                 |                                                                    | JUMPMASER                                                                                             |                                                                                                                   |             |
|                                 |                                                                    | INSTRUCTOR TRAINING COURSE (H)                                                                        |                                                                                                                   |             |
|                                 |                                                                    | EQUAL OPPORTUNITY                                                                                     |                                                                                                                   |             |
| SELF DEVELOPMENT DOMAIN         |                                                                    | MASTER FITNESS TRAINER (P5)                                                                           |                                                                                                                   |             |
|                                 |                                                                    | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                                                   |             |
|                                 |                                                                    | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                     | BEGIN BACHELORS DEGREE PROGRAM                                                                                    |             |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                                         |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html - MOSList">http://www.soc.aascu.org/socad/ACD.html - MOSList</a> |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                                         |             |
| RETENTION CONTROL POINT         | SEE FEEDER MOSs                                                    | 22 Years<br>SSG(P) 24 Years                                                                           | 24 Years<br>SFC(P) 26 Years                                                                                       |             |



# MOS 21P Professional Development Model

## PRIME POWER PRODUCTION SPECIALIST



| YEARS                           | 1-2 YEARS                                                                                                       | 3-5 YEARS                                                                                             | 6-10 YEARS                                                | 11-15 YEARS                                                                                                                                                                      | 16-30 YEARS |  |  |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--|--|
| RANK                            | PVT - SPC                                                                                                       | SGT                                                                                                   | SSG                                                       | SFC                                                                                                                                                                              | MSG/ SGM    |  |  |
| OPERATIONAL DOMAIN              | THIS MOS RECRUITES SOLDIERS ALREADY SERVING. SOLDIERS MUST BE IN THE GRADE OF SPC AND ABOVE TO OBTAIN THIS MOS. | POWER PLANT OPERATOR                                                                                  | SR POWER PLANT OPERATOR                                   | DETACHMENT SERGEANT                                                                                                                                                              | SEE MOS 21X |  |  |
|                                 |                                                                                                                 | POWER STATION MECHANIC                                                                                | SR POWER STATION MECH                                     | MATERIAL CONTROL SUPERVISOR                                                                                                                                                      |             |  |  |
|                                 |                                                                                                                 | POWER STATION ELECTRICIAN                                                                             | SR POWER STATION ELECT                                    | INTELLIGENCE SGT                                                                                                                                                                 |             |  |  |
|                                 |                                                                                                                 | POWER STATION INSTRUMENTATION                                                                         | SR POWER STATION INST                                     | OPERATIONS SERGEANT                                                                                                                                                              |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | SR PRIME POWER NCO                                        | SR POWER STATION MECH                                                                                                                                                            |             |  |  |
|                                 |                                                                                                                 | PRIME POWER NCO                                                                                       | SR PRIME POWER MECH                                       | MECHANICAL MAINTENANCE SUPERVISOR<br>SR POWER STATION ELECT<br>ELECTRICAL MAINTENANCE SUPERVISOR<br>PRIME POWER SUPERVISOR<br>PRIME POWER ELECT ADVISOR<br>POWER STATION ADVISOR |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | ASSTISTANT OPERATIONS SERGEANT                            |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           | INSTRUCTOR / TRAINING DEVELOPER / WRITER                                                                                                                                         |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           | RECRUITER                                                                                                                                                                        |             |  |  |
| PROFESSIONAL MILITARY EDUCATION |                                                                                                                 | AIT and PLDC                                                                                          | BNCOC                                                     | ANCOC                                                                                                                                                                            |             |  |  |
|                                 |                                                                                                                 | AIRBORNE / AIR ASSAULT / SAPPER LEADER                                                                |                                                           |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | US ARMY RECRUITING and RETENTION SCHOOL                   |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                              |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | INSTRUCTOR TRAINING COURSE                                |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | EQUAL OPPORTUNITY                                         |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       | MASTER FITNESS TRAINER (P5)                               |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 | SELF DEVELOPMENT DOMAIN                                                                               | ACCP, CLEP, DANTES, SOCAD                                 |                                                                                                                                                                                  |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           |                                                                                                                                                                                  |             |  |  |
| FAST                            | CIVILIAN DEGREE PROGRAM                                                                                         |                                                                                                       | COMPLETE ASSOCIATE DEGREE PROGRAM                         | BEGIN BACHELORS DEGREE PROGRAM                                                                                                                                                   |             |  |  |
| CIVILIAN DEGREE PROGRAM         |                                                                                                                 |                                                                                                       |                                                           |                                                                                                                                                                                  |             |  |  |
| LINKS                           | <a href="https://www.cool.army.mil">https://www.cool.army.mil</a>                                               | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         |                                                           | <a href="http://www.wood/army.mil/EPPO">http://www.wood/army.mil/EPPO</a>                                                                                                        |             |  |  |
|                                 |                                                                                                                 | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> |                                                           | <a href="http://www.soc.aascu.org/socad/ACD.html - MOSList">http://www.soc.aascu.org/socad/ACD.html - MOSList</a>                                                                |             |  |  |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG                                              | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG | 6 Yrs TIS Minimum                                                                                                                                                                |             |  |  |
|                                 |                                                                                                                 |                                                                                                       |                                                           | PZ - 35 Mos<br>SZ - 23 Mos                                                                                                                                                       |             |  |  |
| RETENTION CONTROL POINT         | 3 Years                                                                                                         | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                               | 24 Years<br>SFC(P) 26 Years                                                                                                                                                      |             |  |  |



# MOS 21N Professional Development Model CONSTRUCTION EQUIPMENT SUPERVISOR



| YEARS                   | 1-5 YEARS                                                                       | 6-10 YEARS                                                                                            | 11-15 YEARS                                                                                                  | 16-30 YEARS             |
|-------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-------------------------|
| RANK                    | FEEDER MOSSs                                                                    | SSG                                                                                                   | SFC                                                                                                          | MSG/ SGM<br>SEE MOS 21X |
| OPERATIONAL DOMAIN      | FEEDER MOS'S 21E, 21J ,<br>21F WILL CONSOLIDATE WITH 21J<br>IN FISCAL YEAR 2006 | SECTION SERGEANT                                                                                      | PLATOON SERGEANT                                                                                             |                         |
|                         |                                                                                 | SQUAD LEADER                                                                                          | DETACHMENT SERGEANT                                                                                          |                         |
|                         |                                                                                 | CONSTRUCTION EQUIPMENT SUPERVISOR                                                                     |                                                                                                              |                         |
|                         |                                                                                 | DRILL SERGEANT / RECUITER                                                                             |                                                                                                              |                         |
|                         |                                                                                 | INSTRUCTOR WRITER                                                                                     |                                                                                                              |                         |
|                         |                                                                                 | OBSERVER CONTROLLER / ACRC                                                                            |                                                                                                              |                         |
|                         |                                                                                 | NCOES SMALL GROUP LEADER                                                                              |                                                                                                              |                         |
|                         |                                                                                 | CONSTRUCTION INSPECTOR                                                                                |                                                                                                              |                         |
|                         |                                                                                 | OPERATIONS SERGEANT                                                                                   |                                                                                                              |                         |
|                         |                                                                                 | PROFESSIONAL MILITARY EDUCATION                                                                       |                                                                                                              |                         |
| FUNCTIONAL TRAINING     |                                                                                 | AIRBORNE /AIR ASSAULT / SAPPER                                                                        |                                                                                                              |                         |
|                         |                                                                                 | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                              |                         |
|                         |                                                                                 | US ARMY RECRUITING AND RETENTION SCHOOL                                                               |                                                                                                              |                         |
|                         |                                                                                 | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                                              |                         |
|                         |                                                                                 | MASTER FITNESS TRAINER (P5)                                                                           |                                                                                                              |                         |
| SELF DEVELOPMENT DOMAIN |                                                                                 | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                                              |                         |
|                         |                                                                                 | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                     | BEGIN BACHELORS DEGREE PROGRAM                                                                               |                         |
| LINKS                   | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>               | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                                    |                         |
|                         |                                                                                 | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a><br>I - MOSList |                         |
| PROMOTION               | SEE FEEDER MOSs                                                                 | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                             | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos                                                              |                         |
| RETENTION CONTROL POINT | SEE FEEDER MOSs                                                                 | 22 Years<br>SSG(P) 24 Years                                                                           | 24 Years<br>SFC(P) 26 Years                                                                                  |                         |



# MOS 21E Professional Development Model

## HEAVY EQUIPMENT OPERATOR



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 11-15 YEARS                                                                                             |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG/ SFC                                                                                                |
| OPERATIONAL DOMAIN              | CONSTRUCTION EQUIPMENT OPERATOR                                    |                                                                                                       | SEE MOS 21N                                                                                             |
|                                 | VEHICLE DRIVER                                                     |                                                                                                       |                                                                                                         |
|                                 | HEAVY VEHICLE DRIVER                                               |                                                                                                       |                                                                                                         |
|                                 | ASST HEAVY VEHICLE DRIVER                                          |                                                                                                       |                                                                                                         |
|                                 |                                                                    |                                                                                                       |                                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  |                                                                                                         |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                         |
|                                 |                                                                    | WELL DRILLER                                                                                          |                                                                                                         |
|                                 |                                                                    |                                                                                                       |                                                                                                         |
|                                 |                                                                    |                                                                                                       |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |
|                                 | FAST, CIVILIAN DEGREE PROGRAM                                      |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              |                                                                                                         |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           |                                                                                                         |





# MOS 21J Professional Development Model

## GENERAL CONSTRUCTION EQUIPMENT OPERATOR



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 11-15 YEARS                                                                                             |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG/ SFC                                                                                                |
| OPERATIONAL DOMAIN              | GENERAL CONSTRUCTION EQUIPMENT OPERATOR                            |                                                                                                       | SEE MOS 21N                                                                                             |
|                                 | VEHICLE DRIVER                                                     | CRANE OPERATOR                                                                                        |                                                                                                         |
|                                 | CRANE OPERATOR                                                     | WELL DRILLER                                                                                          |                                                                                                         |
|                                 |                                                                    |                                                                                                       |                                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  |                                                                                                         |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                         |
|                                 |                                                                    | WELL DRILLER                                                                                          |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |
|                                 | FAST, CIVILIAN DEGREE PROGRAM                                      |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              |                                                                                                         |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           |                                                                                                         |



# MOS 21G Professional Development Model

## QUARRY SPECIALIST (RESERVE ONLY)



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              | 11-15 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     | SFC         |
| OPERATIONAL DOMAIN              | QUARRY MACHINE OPERATOR                                            |                                                                                                       | QUARRY FOREMAN                                                                                          | SEE MOS 21N |
|                                 |                                                                    | QUARRY MACHINE OPERATOR BLASTER                                                                       |                                                                                                         |             |
|                                 |                                                                    |                                                                                                       |                                                                                                         |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                                                                   |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |             |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                         |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT SCHOOL                                                                                   |             |
|                                 |                                                                    |                                                                                                       | RECRUITER                                                                                               |             |
|                                 |                                                                    |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                                                                            |             |
|                                 |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                                                                             |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |             |
|                                 | FAST                                                               |                                                                                                       |                                                                                                         |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                       |             |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                               |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                             |             |



# MOS 21V Professional Development Model

## CONCRETE and ASPHALT EQUIPMENT OPERATOR



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                                        | 11-15 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                               | SFC         |
| OPERATIONAL DOMAIN              | CONCRETE/ ASPHALT EQUIPMENT OPERATOR                               |                                                                                                       | PAVING OPERATIONS SUPERVISOR                                                                                      | SEE MOS 21N |
|                                 | HEAVY VEHICLE DRIVER                                               |                                                                                                       | DRILL SERGEANT / RECUITER                                                                                         |             |
|                                 | ASSITANT HEAVY VEHICLE DRIVER                                      |                                                                                                       | INSTRUCTOR WRITER                                                                                                 |             |
|                                 |                                                                    |                                                                                                       |                                                                                                                   |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                                                                             |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                                   |             |
|                                 | AIRBORNE / AIR ASSAULT / SAPPER                                    |                                                                                                       |                                                                                                                   |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT SCHOOL                                                                                             |             |
|                                 |                                                                    |                                                                                                       | RECRUITER                                                                                                         |             |
|                                 |                                                                    |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                                                                                      |             |
|                                 |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                                                                                       |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                                   |             |
|                                 | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                                 |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                                   |             |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                                         |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html - MOSList">http://www.soc.aascu.org/socad/ACD.html - MOSList</a> |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                                         |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                                       |             |



# MOS 21Q Professional Development Model

## TRANSMISSION DISTRIBUTION SPECIALIST (RESERVE ONLY)



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              | 11-15 YEARS                    | 16-30 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     | SFC                            | MSG/ SGM    |
| OPERATIONAL DOMAIN              | EXTERIOR ELECTRICIAN LINEMAN                                       |                                                                                                       | SENIOR EXTERIOR ELECTRICIAN LINEMAN                                                                     | ELECTRICAL TEAM CHIEF          | SEE MOS 21X |
|                                 |                                                                    |                                                                                                       | SENIOR LINEMAN                                                                                          |                                |             |
|                                 |                                                                    |                                                                                                       | ASSISTANT TEAM CHIEF                                                                                    |                                |             |
|                                 |                                                                    |                                                                                                       |                                                                                                         |                                |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                                                                   | ANCOC                          |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |                                |             |
|                                 |                                                                    | AIRBORNE / AIR ASSAULT / SAPPER                                                                       |                                                                                                         |                                |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT SCHOOL                                                                                   |                                |             |
|                                 |                                                                    |                                                                                                       | RECRUITER                                                                                               |                                |             |
|                                 |                                                                    |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                                                                            |                                |             |
|                                 |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                                                                             |                                |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |                                |             |
|                                 | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                       | BEGIN BACHELORS DEGREE PROGRAM |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |                                |             |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |                                |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |                                |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                               |                                |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                             |                                |             |



# MOS 21X Professional Development Model

## GENERAL ENGINEERING SUPERVISOR



| YEARS                           | 16-20 YEARS                                                                                           | 20+                                                                                           |
|---------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| RANK                            | MSG/1SG                                                                                               | SGM/CSM                                                                                       |
| OPERATIONAL DOMAIN              | OPERATIONS SERGEANT                                                                                   |                                                                                               |
|                                 | FIRST SERGEANT                                                                                        | DIRECTORATE SERGEANT MAJ OR                                                                   |
|                                 | CAREER MANAGER                                                                                        | BN SERGEANT MAJ OR                                                                            |
|                                 | EO ADVISOR                                                                                            | BRIGADE SERGEANT MAJ OR                                                                       |
|                                 | ASST OPERATIONS SGT                                                                                   | GROUP SERGEANT MAJ OR                                                                         |
|                                 | MAINTENANCE SUPERVISOR                                                                                | CHIEF CAREER MANAGEMENT NCO                                                                   |
|                                 | POWER STATION SERGEANT                                                                                | SENIOR ENGINEERING NCO                                                                        |
|                                 | CONSTRUCTION INSPECTOR                                                                                | INSTRUCTOR USASMA                                                                             |
|                                 | SR CAREER ADVISOR                                                                                     | CHIEF ENGINEER NCO                                                                            |
|                                 | INTELIANCE SERGEANT                                                                                   |                                                                                               |
|                                 | CONSTRUCTION OPERATIONS SERGEANT                                                                      |                                                                                               |
| PROFESSIONAL MILITARY EDUCATION |                                                                                                       | SERGEANTS MAJ OR ACADEMY                                                                      |
| FUNCTIONAL TRAINING             | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                               |
|                                 | 1SG COURSE                                                                                            |                                                                                               |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                               |
|                                 | COMPLETE BACHELORS DEGREE PROGRAM                                                                     |                                                                                               |
|                                 | CONTINUE CIVILIAN EDUCATION                                                                           |                                                                                               |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>                                     | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> |
|                                 | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                     |
| PROMOTION                       | 8 Yrs TIS Minimum<br>PZ - 41 Mos TIG<br>SZ - 31 Mos TIG                                               | 10 Yrs TIS Minimum<br>PZ - 34 Mos TIG<br>SZ - 24 Mos TIG                                      |
| RETENTION CONTROL POINT         | 26 Y ears                                                                                             | 30 Y ears                                                                                     |





# MOS 21L Professional Development Model

## LITHOGRAPHER



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              | 11-15 YEARS                                     | 16-30 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     | SFC                                             | MSG/ SGM    |
| OPERATIONAL DOMAIN              | LITHOGRAPHER                                                       | LITHOGRAPHIC SGT                                                                                      | SR LITHO PROD SGT                                                                                       | PLATOON SERGEANT                                | SEE MOS 21Y |
|                                 | VEHICLE DRIVER                                                     | LITHOGRAPHIC OPS SGT                                                                                  | LITHOGRAPHIC OPS SGT                                                                                    | LITHOGRAPHIC OPS SGT                            |             |
|                                 |                                                                    |                                                                                                       | SECTION LEADER                                                                                          | SENIOR TD/ WRITER                               |             |
|                                 |                                                                    |                                                                                                       | SQUAD LEADER                                                                                            | SR LITHOGRAPHIC SGT                             |             |
|                                 |                                                                    |                                                                                                       | LITHOGRAPHIC SGT                                                                                        |                                                 |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT / RECRUITER                                                                              |                                                 |             |
|                                 |                                                                    |                                                                                                       | INSTRUCTOR / WRITER                                                                                     |                                                 |             |
|                                 |                                                                    |                                                                                                       |                                                                                                         |                                                 |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                                                                   | ANCOC                                           |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |                                                 |             |
|                                 |                                                                    | AIR ASSAULT / AIRBORNE / JUMP MASTER                                                                  |                                                                                                         |                                                 |             |
|                                 |                                                                    | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                         |                                                 |             |
|                                 |                                                                    | US ARMY RECRUITING and RETENTION SCHOOL                                                               |                                                                                                         |                                                 |             |
|                                 |                                                                    | REPRODUCTION EQUIPMENT REPAIRER (J 6)                                                                 | BATTLE STAFF OPERATIONS (2S)                                                                            |                                                 |             |
|                                 |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                                                                             |                                                 |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |                                                 |             |
|                                 | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                       | BEGIN BACHELORS DEGREE PROGRAM                  |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |                                                 |             |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |                                                 |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |                                                 |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                               | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                             | 24 Years<br>SFC(P) 26 Years                     |             |



# MOS 21U Professional Development Model

## TOPOGRAPHIC ANALYST



| YEARS                           | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              | 11-15 YEARS                                     | 16-30 YEARS |
|---------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------|
| RANK                            | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     | SFC                                             | MSG/ SGM    |
| OPERATIONAL DOMAIN              | TOPOGRAPHIC ANALYST                                                | TOPOGRAPHIC SGT                                                                                       | SQUAD LEADER                                                                                            | PLATOON SERGEANT                                | SEE MOS 21Y |
|                                 | VEHICLE DRIVER                                                     | TEAM LEADER                                                                                           | SR TOPO ANALYST                                                                                         | DEACHMENT SERGEANT                              |             |
|                                 |                                                                    | SECTION LEADER                                                                                        |                                                                                                         | SR TOPOGRAPHIC SGT                              |             |
|                                 |                                                                    |                                                                                                       |                                                                                                         | CAREER ADVISOR                                  |             |
|                                 |                                                                    |                                                                                                       | DRILL SERGEANT / RECUITER                                                                               |                                                 |             |
|                                 |                                                                    |                                                                                                       | INSTRUCTOR WRITER                                                                                       |                                                 |             |
|                                 |                                                                    |                                                                                                       |                                                                                                         |                                                 |             |
| PROFESSIONAL MILITARY EDUCATION |                                                                    | PLDC                                                                                                  | BNCOC                                                                                                   | ANCOC                                           |             |
| FUNCTIONAL TRAINING             | AIT                                                                |                                                                                                       |                                                                                                         |                                                 |             |
|                                 |                                                                    | AIR ASSAULT / PATHFINDER / SAPPER                                                                     |                                                                                                         |                                                 |             |
|                                 |                                                                    | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                         |                                                 |             |
|                                 |                                                                    | US ARMY RECRUITING and RETENTION SCHOOL                                                               |                                                                                                         |                                                 |             |
|                                 |                                                                    | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                                         |                                                 |             |
|                                 |                                                                    | MASTER FITNESS TRAINER (P5)                                                                           |                                                                                                         |                                                 |             |
| SELF DEVELOPMENT DOMAIN         | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |                                                 |             |
|                                 | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                       | BEGIN BACHELORS DEGREE PROGRAM                  |             |
|                                 | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |                                                 |             |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |                                                 |             |
|                                 |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |                                                 |             |
| PROMOTION                       | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                               | 6 Yrs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos |             |
| RETENTION CONTROL POINT         | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                             | 24 Years<br>SFC(P) 26 Years                     |             |



# MOS 21S Professional Development Model

## TOPOGRAPHIC SURVEYOR



| YEARS                   | 1-2 YEARS                                                          | 3-5 YEARS                                                                                             | 6-10 YEARS                                                                                              | 11-15 YEARS                                      | 16-30 YEARS |
|-------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------------------------|-------------|
| RANK                    | PVT-SPC                                                            | SGT                                                                                                   | SSG                                                                                                     | SFC                                              | MSG/ SGM    |
| OPERATIONAL DOMAIN      | TOPOGRAPHIC SURVEYOR                                               | TOPOGRAPHIC SURVEY SGT                                                                                | SQUAD LEADER                                                                                            | PLATOON SERGEANT                                 | SEE MOS 21Y |
|                         | VEHICLE DRIVER                                                     | SURVEY OPS SGT                                                                                        |                                                                                                         | OPERATIONS NCO                                   |             |
|                         |                                                                    |                                                                                                       | SENIOR TOPO SURVEY SGT                                                                                  |                                                  |             |
|                         |                                                                    |                                                                                                       | DRILL SERGEANT / RECUITER                                                                               |                                                  |             |
|                         |                                                                    |                                                                                                       | INSTRUCTOR WRITER                                                                                       |                                                  |             |
|                         |                                                                    |                                                                                                       |                                                                                                         |                                                  |             |
|                         | PROFESSIONAL MILITARY EDUCATION                                    |                                                                                                       | PLDC                                                                                                    | BNCOC                                            |             |
| FUNCTIONAL TRAINING     | AIT                                                                |                                                                                                       |                                                                                                         |                                                  |             |
|                         | AIR ASSAULT / PATHFINDER / SAPPER                                  |                                                                                                       |                                                                                                         |                                                  |             |
|                         |                                                                    | DRILL SERGEANT SCHOOL                                                                                 |                                                                                                         |                                                  |             |
|                         |                                                                    | US ARMY RECRUITING and RETENTION SCHOOL                                                               |                                                                                                         |                                                  |             |
|                         |                                                                    |                                                                                                       | BATTLE STAFF OPERATIONS (2S)                                                                            |                                                  |             |
|                         |                                                                    |                                                                                                       | MASTER FITNESS TRAINER (P5)                                                                             |                                                  |             |
| SELF DEVELOPMENT DOMAIN | ACCP, CLEP, DANTES, SOCAD                                          |                                                                                                       |                                                                                                         |                                                  |             |
|                         | FAST                                                               | CIVILIAN DEGREE PROGRAM                                                                               | COMPLETE ASSOCIATE DEGREE PROGRAM                                                                       | BEGIN BACHELORS DEGREE PROGRAM                   |             |
|                         | CIVILIAN DEGREE PROGRAM                                            |                                                                                                       |                                                                                                         |                                                  |             |
| LINKS                   | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a>  | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |                                                  |             |
|                         |                                                                    | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |                                                  |             |
| PROMOTION               | PV2 - 6 Mos TIS<br>PFC - 12 Mos TIS<br>SPC - 24 Mos TIS/ 6 Mos TIG | PZ - 36 Mos TIS/ 8 Mos TIG<br>SZ - 18 Mos TIS/ 6 Mos TIG                                              | PZ - 84 Mos TIS/ 10 Mos TIG<br>SZ - 48 Mos TIS/ 7 Mos TIG                                               | 6 Y rs TIS Minimum<br>PZ - 35 Mos<br>SZ - 23 Mos |             |
| RETENTION CONTROL POINT | 3 Years                                                            | 15 Years<br>SGT(P) 20 Years                                                                           | 22 Years<br>SSG(P) 24 Years                                                                             | 24 Years<br>SFC(P) 26 Y ears                     |             |



# MOS 21Y Professional Development Model

## TOPOGRAPHIC ENGINEERING SUPERVISOR



| YEARS                           | 1-15 YEARS                                                        | 16-20 YEARS                                                                                           | 21+                                                                                                     |
|---------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| RANK                            | FEEDER MOSs                                                       | MSG/1SG                                                                                               | SGM/CSM                                                                                                 |
| OPERATIONAL DOMAIN              | MOS 21L<br>MOS 21U<br>MOS 21S                                     | FIRST SERGEANT                                                                                        | SR TOPOGRAPHIC OPS SGT                                                                                  |
|                                 |                                                                   | TOPOGRAPHIC OPS SGT                                                                                   | SENIOR TOPOGRAPHIC NCO                                                                                  |
|                                 |                                                                   | TOPOGRAPHIC INTEL SGT                                                                                 | BN SERGEANT MAJ OR                                                                                      |
|                                 |                                                                   | EO ADVISOR                                                                                            | BRIGADE SERGEANT MAJ OR                                                                                 |
|                                 |                                                                   | SR CAREER MANAGER                                                                                     | GROUP SERGEANT MAJ OR                                                                                   |
|                                 |                                                                   | SR TD/WTR                                                                                             | CHIEF INSTRUCTOR                                                                                        |
|                                 |                                                                   |                                                                                                       | DIRECTORATE SGM                                                                                         |
| PROFESSIONAL MILITARY EDUCATION |                                                                   |                                                                                                       | SERGEANTS MAJ OR ACADEMY                                                                                |
| FUNCTIONAL TRAINING             |                                                                   | BATTLE STAFF OPERATIONS (2S)                                                                          |                                                                                                         |
|                                 |                                                                   | 1SG COURSE                                                                                            |                                                                                                         |
| SELF DEVELOPMENT DOMAIN         |                                                                   | ACCP, CLEP, DANTES, SOCAD                                                                             |                                                                                                         |
|                                 |                                                                   | COMPLETE BACHELORS DEGREE PROGRAM                                                                     |                                                                                                         |
|                                 |                                                                   |                                                                                                       |                                                                                                         |
| LINKS                           | <a href="http://www.cool.army.mil/">http://www.cool.army.mil/</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a>         | <a href="http://www.wood.army.mil/EPPO">http://www.wood.army.mil/EPPO</a>                               |
|                                 |                                                                   | <a href="http://www.soc.aascu.org/socad/Default.html">http://www.soc.aascu.org/socad/Default.html</a> | <a href="http://www.soc.aascu.org/socad/ACD.html">http://www.soc.aascu.org/socad/ACD.html</a> - MOSList |
| PROMOTION                       |                                                                   | 8 Yrs TIS Minimum<br>PZ - 41 Mos TIG<br>SZ - 31 Mos TIG                                               | 10 Yrs TIS Minimum<br>PZ - 34 Mos TIG<br>SZ - 24 Mos TIG                                                |
| RETENTION CONTROL POINT         |                                                                   | 26 Years                                                                                              | 30 Years                                                                                                |